



the **ILLINOIS ENGINEER**



Holiday Greetings

Illinois Society
of
Professional Engineers

ILLINOIS SOCIETY OF PROFESSIONAL ENGINEERS, Incorporated

Affiliated with the National Society of Professional Engineers

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Of Professional Interest

THE ILLINOIS ENGINEER — THIS MONTH

PRESIDENT'S MESSAGE

As we approach the Christmas Season we often find our thoughts jumbled with matters of last minute shopping, package wrappings, mailing lists and what-have-you. Downtown stores will be blaring Christmas carols over loud speakers, Santa Clauses in ragged whiskers will be ringing bells on the street corners, and still other Santas will be listening to an endless parade of children filing past in the toy departments. And finally, on Christmas Eve, when the tree is decorated and the children's toys are arranged in order for morning discovery, there comes a time to sit back quietly, sort out one's thoughts, and listen to the carols and hymns coming over the radio, or perhaps to attend the mid-night service at the nearby church. It is then we begin to think of the deeper meaning of Christmas — of the significance of the birth of Christ in the stable in Bethlehem, and of the dedication and purpose of His life. It is then that we may take the time to ask ourselves what we, as individuals, are doing to bring joy to the world and peace on earth. As engineers, may we resolve to bend our efforts in such direction in the coming year, so that we may do our part toward bringing order out of world chaos.

May I take this opportunity to bring to all of you the greetings of the season, and to ask you join me in the prayer that another Christmas season will find us closer to "Peace on Earth, Good Will toward Men!"

A. D. SPICER, *President, I.S.P.E.*

President's Datebook

November 6: Journeyed this day to city of learning where did confer with Secretary Babbitt and his able assistant, Skeet, in late afternoon, followed by repast with Champaign County Chapter. Repaid their hospitality by subjecting them to discourse on professional responsibilities. Trust that their membership committee follows up the non-members who were present.

The Christmas Story

Second Luke: 4-14
(King James Version)

And Joseph also went up from Galilee, out of the city of Nazareth, into Judaea, unto the city of David, which is called Bethlehem, (because he was of the house and lineage of David). To be taxed with Mary his espoused wife, being great with child. And so it was, that, while they were there, the days were accomplished that she should be delivered. And she brought forth her first born son, and wrapped him in swaddling clothes, and laid him in a manger; because there was no room for them in the inn. And there were in the same country shepherds abiding in the field, keeping watch over their flock by night. And, lo, the angel of the Lord came upon them, and the glory of the Lord shone round about them: and they were sore afraid. And the angel said unto them, Fear not: for behold, I bring you good tidings of great joy, which shall be to all people. For unto you is born this day, in the city of David, a Saviour, which is Christ the Lord. And this shall be a sign unto you: Ye shall find the babe wrapped in swaddling clothes, lying in a manger. And suddenly there was with the angel a multitude of the heavenly host, praising God, and saying, Glory to God in the highest, and on earth peace, good will toward men.

PROPOSED AMENDMENT LOST

To the Board of Direction: December 1, 1952

The Teller's Committee appointed by President Spicer to examine and count the ballots on the Constitutional Amendment presented to the membership in the October, 1952, *Illinois Engineer* met this date.

After careful examination of the ballots and counting of same the tally was found to be as follows:

Yes — 78 No — 107

Two ballots were rejected.

(S) WYNDHAM J. ROBERTS, *Chairman*
(S) BEN F. MUIRHEAD
(S) C. DALE GREFFE

COST OF LIVING INDEX

The correction factor to be applied to the I. S. P. E. Schedule of Minimum Fees and Salaries was 191.5 for October, 1952. The factor is based upon the U. S. Department of Labor's most recent Consumer Price Index.

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READ THE ADVERTISEMENTS

SUBSCRIPTION RATES

\$2.00 per year in advance to members of the Illinois Society of Professional Engineers. \$4.00 per year in advance to non-members in U.S.A. and its possessions, Canada, and Mexico. Foreign \$6.00. Single copies 40c. Published by the Illinois Society of Professional Engineers, Inc., at 631 East Green Street, Champaign, Illinois.
Entered as Second Class Matter April 27, 1949, at the Post Office, Champaign, Illinois.

November 14: Met Rock River officers at Rainbow Inn, where roast beef and fellowship went hand in hand. Retired to Community Building, where did greet old friends from Dixon area. Talked of Society and professionalism, found myself in center of discussion period, and enjoyed sandwiches and coffee in social hour afterward. Left for home much later than planned.

November 19: Central Illinois Section A.S.C.E. entered into joint meeting with Peoriarea Chapter and in unsuspecting moment invited your President as guest speaker. Pulled no punches in talking unity to Civil Engineers, and was rewarded to discover no punches thrown at speaker. Fine meeting, and returned home with feeling of accomplishment of purpose.

November 21: Travelled long distance to greet St. Clair Chapter and to attend annual meeting as guest speaker. Enjoyed hospitable dinner at Elks Club and then met large gathering at Monday Night Club. Thrown into near panic when informed that Women's Auxiliary was being organized that same night and that your President was expected to greet them. Somewhat cheered when Chapter President Meek and State Veep Brichler came along for support and put completely at ease by the ladies' gracious reception. Congratulations to St. Clair!

November 25: Off to the Pines at Streator to meet with Illinois Valley Chapter and to talk again of our Society and our professional problems. This meeting is the last in my datebook, and marks visits to twelve chapters. Still looking for invitations from Ambraw, Egyptian, Lake County and Rockford.

VOX SECRETARII

A Letter to St. Nicholas

December 1952

Dear St. Nick:

On the whole, during 1952, you have been good to the Illinois Society, its officers and its Chapters. The Society has been able to live within its budget by practicing rigid economy and in most items the income side of the book shows favorable figures.

However, there is one phase of Society activity which needs help — a lot of it, and as soon as possible. As you well know, the department which needs immediate help is that committee which is charged with the increase of membership. Chairman John and several of his helpers have worked and studied hard on this tough problem. The efforts of this small group needs the assistance of many more willing and active workers. If you would wave your magic wand over each Chapter membership chairman and instill in him the enthusiasm and the power to enthuse his members to make an aggressive and vigorous membership campaign in each of the Society's sixteen Chapters, the results would be astounding. That there are engineers who are eligible and who are willing to join is proved by the fact that already five men have filled out and returned the coupon with their checks in the NSPE mail campaign just begun.

With a little follow-up effort on the part of each Chapter membership committeeman, the individual work will pyramid into a mighty wave of applications. Nothing breeds success like success, so please give each worker a small sample of success and leave the rest to us.

The good work which has been carried on by the other Society and Chapter committees should not go by unnoticed so if you had a hand in helping them with their work, we thank you.

Bless and guide the new officers both State and Chapter who are about to take the helm and steer the affairs of the Society during 1953.

Give each member the power to strengthen and extend the work of the Society. Take us one step nearer the goal of full professional stature.

Help us to help ourselves by helping each other. And lastly, give us the assistance we need in our efforts to serve all men through better engineering.

Sincerely,

The Illinois Society of Professional Engineers,
P. E. ROBERTS, *Assistant Secretary*

LAKE COUNTY HONORS LOCAL INDUSTRY

James Brown, general superintendent of the American Steel and Wire Division of U. S. Steel, was recently given a citation in behalf of the company by the Lake County Chapter of the Illinois Society of Professional Engineers.

City Engineer Robert G. Kramer, president of the chapter, made the presentation at a dinner in the Swedish Glee Club.

Kramer said the chapter extended invitations to the citation banquet to Mayor Robert E. Coulson, Waukegan; Mayor Anton Macrowski, North Chicago; State Representatives Harvey Pearson, Jack Bairstow, and A. B. McConnell; State Senator Robert McClory; and officials of Abbott Laboratories, Johnson Motors, Fansteel Metallurgical Corp., Johns-Manville Corp., and Houdaille Hershey Corp.

After the citation, which praised American Steel and Wire for its contributions to Lake County and the nation over the years, engineers and guests viewed a film on personnel relations entitled "The Inner Man Steps Out." Thomas Litras, training supervisor at American Steel and Wire, presented the film.

The citation banquet was the first of a series the Lake County Chapter of the Illinois Society of Professional Engineers plans to sponsor in honor of area industries which have contributed to the nation's technological advances and the material well being of its people.

68th Annual Meeting

March 26, 27 and 28, 1953

Fort Armstrong Hotel
Rock Island, Illinois

The Rediscovery of Engineering as a Profession

L. L. DRESSER, Past President, National Society of Professional Engineers

Approximately a century ago, engineering broke the fetters of trade apprenticeship and, benefiting through formal education by our colleges and universities, has continued to progress to the dignified and respected profession of today. The American appetite for mechanical and electronic conveniences has taxed to the utmost the engineer's ability in discovering the truths which mankind has been seeking for centuries. This demand, developed since our modern civilization, is ever eager to utilize every development that stems from the discovery of a basic truth.

Our "engineering know-how" and ingenuity have often been severely hard pressed in the endeavor to secure full economic benefits, because nearly every engineering accomplishment creates even more complicated problems of this type. More conveniences for civilization have occurred during our life span than in all previous history. This exact building site where we are meeting today was only "wide open spaces" less than 60 years ago. Sixty years ago it was just the same as it had existed through the ages. Engineering economy and ingenuity have made possible this city in which you are visiting at this time. It is truly a miracle.

In this rediscovery of engineering, with all of its tremendous accomplishments, we are still uncertain of our ultimate destination. Columbus sailed west from Europe, but he didn't know where he was going; when he landed in the Western Hemisphere, he didn't know where he was. Even when he returned home with the news of his discovery, he didn't know where he had been. What a situation! Possibly, engineering achievements, if left on a strictly technical plane, might result in the same type of voyage that Columbus made in 1492. Columbus discovered new frontiers and those people who first settled these frontiers were truly pioneers. Today, we as professional engineers, are pioneers — pioneers in a profession that is seeking to develop itself through service to humanity. Our future and its challenge should be, and is, one of bright horizons — horizons which can be attained only through united effort, with common ideals and with sincere and earnest aims for the development of added service to the peoples of our nation and to the world.

We are about to enter an age of space flight and the problems are no longer purely mechanical, but physical as well. Engineers can put a craft into space, but they do not know how the human body will stand up in this strange and new environment. Here, we are faced with another problem — not necessarily economic — but one concerning the physical reaction of the human body. In this case, we must work hand in hand with another profession, so that the creations of our endeavors may

be attuned to physical limitations. In other words, we must be certain that mechanical tolerance will not exceed human tolerance. This horizon and many others that face us indicate that further specialization of engineering is at hand. With further expansion, will come added utility of "engineering know-how."

It was only 43 years ago that a group of engineers, because of the demand of public protection, found it advisable to obtain the first state regulatory law regarding engineering practice. Only a year ago were state regulation acts in force throughout the entire Continental United States.

It is my firm belief that the time will come when it no longer will be necessary for us to invite a registered engineer to join our Society. This will be accomplished by our possessing the right philosophy and proper cognizance of our responsibilities. When that time comes, the registered engineer will not look upon his colleague as a competitor, but as an associate, and will shun even the slightest tendency of a breach of ethics. He will realize that his is a continuing profession and that as such he has the responsibility of developing the young engineer who will at some future time take over where he leaves off. Yes, it behooves each and every one of us to set an example that will create a desire on the part of others to become affiliated with us.

Yes, we are pioneers — pioneers in the engineering profession, and as our light shines so shall we be seen. Under this light, we have a selling job — sales engineering — if you wish to call it that. First, selling ourselves on faith. Faith in our place in civilization, faith in our capabilities, and faith in our possibilities. When we have sold ourselves, we can sell others. We can give them that which they cannot buy — those intangible qualities that are a part of our own personality. Have you ever tried to "give away" a portion of you self? It's harder than one might think, but it's profitable. Perhaps, the most profitable investment that an individual can make. The more of yourself you give away, the more you have left.

May I suggest that when you return to your homes, you try this experiment; especially if you never have really tried before, and get your colleagues to do likewise. Engineers can be human beings — if they try. Sure it's public relations — the best kind of public relations. Just try living the precepts which we have placed in the preamble of our National Society Constitution — that is all. We may discover new truths — truths which may have a profound bearing upon our future and the future of our country. We are certain to find some tendencies have developed which slowly are destroying the incentives which were major factors in our choice of

engineering as a profession. We may discover that presently we are subscribing to tendencies which in fact no longer exist. If this is found to be true, we, as citizens and professional people, should remember that our individual vote at the polls is all that anyone has. It is not enough to silently cast his vote, but we should endeavor to persuade our friends and neighbors not to be misled by political claims and vote-getting promises.

We have been sold into slavery through taxation. Yes, Socialism through taxation. We are free to work as we please — not for ourselves as it may seem to appear — but for those who, in the name of Government by the people are seeking more and more authority for the purpose of giving to others that heritage which we, through our personal incentive and efforts, have so rightfully earned.

I speak of these things for they vitally affect us and our economic welfare. Some may say that this is a selfish attitude. I emphatically deny this. I am simply suggesting that we declare for ourselves our birthright. Socialism and Communism have no place in our birthright.

Unfortunately, I have found that the philosophy in the preamble to our Society Constitution has not permeated into the minds and hearts of some of our members. These few still are demanding and questioning what

they are getting for their annual dues. Selfish motives in these few instances are predominant. They fail to evaluate both the tangible and intangible benefits which are derived from the association, the fellowship, and the returns which can be obtained from coordinating group action and endeavors. They fail to realize that through conscientious effort and toil they must attain honor and prestige before they can expect recognition from those without our profession.

Truly, we are living in a golden age of engineering and opportunities are everywhere. It behooves us to broaden our knowledge, our know-how, utility, and service to humanity, if we are to accomplish the ends that are so ably subscribed to in the preamble of our constitution. Our future depends entirely upon the philosophy and the service which we render to humanity, and this service can be greatly implemented through our cooperation and activity in our local Chapters and our State and National Societies.

In conclusion, let's give more of ourselves to our fellow engineer, more of our selves to our younger generation, and more of ourselves to all our fellow men, and I doubt not that we shall find plenty left to dedicate to "The protection of the profession of engineering, as a social and economic influence, vital to the affairs of men and of the United States."

Report of National Directors

N.S.P.E. Board Meeting, Richmond, Va., Nov. 7 and 8, 1952 — W. A. Oliver and G. L. DeMent

Probably the action of greatest interest and importance to the general membership, taken by the N.S.P.E. Board at its Richmond meeting was with regard to dues. While there has been strong support for an increase in national dues, the movement has been far from a unanimous one. The western and southwestern state societies favored the increase while the large eastern state societies were against it. The Directors from Illinois were sent to the meeting, instructed by the State Board to vote for the increase. Because of the strength of such states as Ohio and Pennsylvania, who were unfavorable, the proposal to increase the dues was lost by a small margin. At the end of the meeting, however, upon motion of the Director from Colorado where the resolution to increase dues first originated, it was decided to reconsider at the next meeting of the Board in June, 1953. Consequently, the dues increase issue is not a dead one and the Members of the Society will have another opportunity to express their views.

The Public Relations Committee using the money received by voluntary contributions a year ago has prepared a second report, "Utilization of Engineering Manpower," in a series of surveys on engineering-management problems being made by the Professional Engineers Conference Board for Industry and sponsored by the N.S.P.E. The report explains methods used by some 495

companies employing 106,000 engineers, in training engineering aides to perform routine technical operations, thus assisting a United States in danger of being handicapped by a shortage of engineers. Copies of the report may be obtained from the Washington office of N.S.P.E.

This emphasis to management of the importance of the engineer in industry has been an important part of the work of the Public Relations Committee. It is to be hoped that funds will continue to be available to carry forward the work of this committee.

Much credit has come to the N.S.P.E. through its legislative activities in obtaining the exemption of professional engineers from wage and salary controls under the Defense Production Act. It is of particular interest that this regulation recognizes engineering registration as sufficient qualification by itself for an individual to obtain the benefits of the exemption if he meets the other requirements pertaining to employment in a professional capacity.

Opposition was expressed to federal aid to engineering education. This matter was referred to the Committee on Education for study and formulation of principles to be considered by the Board at a later meeting.

The perennial problem of what to do with the *American Engineer* received the usual amount of attention at the meeting in Richmond. As is true with any

society publication the cost of the magazine is one of the major items in the annual budget of N.S.P.E. As is also true with any society publication the magazine has never been self-supporting. However, the Board recognizes the fact that the publication of a periodical is one of the most important of society functions and, furthermore, for the sake of society prestige it should be of first quality in appearance and content. Consequently, the Board approved a five year program of improvement not to cost more than 70,000 dollars per year, with the expectation that there would be increased advertising revenues with magazine improvement.

The Board reaffirmed its Statement of Principles concerning collective bargaining as adopted by that body in June of 1950. However, it did approve of the deletion of the controversial second section which actually was only an elaboration of the statement of principles which is contained in the first section. The removal of the second section in no way affects the accepted principles but it may eliminate some of the adverse criticism which has come to the society.

The following is a statement of the principles as they now stand:

STATEMENT OF PRINCIPLES

Regarding

Collective Bargaining by Professional Employees

1. It is definitely unprofessional for a professional engineer, professionally employed, *voluntarily* to join a heterogeneous labor union, dominated by, or obligated to, nonprofessional groups. As stated by the Society, through its Board of Directors at Oklahoma City in September 1948, "The individual responsibility and independent judgment required of a Professional Engineer are incompatible with the regimentation fundamentally inherent in unionization."

Nothing in this statement of principle shall be construed as a criticism of engineers who may be forced to join a labor union, against their will, but engineers in this predicament should seek to extricate themselves by due process of law.

Nothing in this statement of principle shall be construed as a criticism of engineers-in-training, who voluntarily join a labor union, when, as a step in their practical engineering training, they are temporarily employed in nonprofessional or sub-professional work, where their fellow workers are organized. When promoted to professional responsibilities, however, the engineer cannot continue his labor union affiliations without sacrifice of professional status.

In presenting this brief report concerning N.S.P.E. Board activities at Richmond, your National Directors have covered what appeared to them to be the most important items of business. For information concerning the extensive program for membership increase, the

important work of the National Defense Committee, the activities of the Registration Committee, the work of Inter-Society Relations Committee, etc., the reader referred to the pages of the ILLINOIS ENGINEER and the *American Engineer*.

Obituary

Prepared by E. L. Kemp, Supt. of Bldg. Maintenance
University of Illinois

Mr. James Elmo Smith, Civil Engineer, died suddenly November 5, 1952, at his home, 1004 West Stoughton Street, Urbana, from a heart attack. He was 74.

Mr. Smith was on the University of Illinois Staff for 29 years before his retirement in 1947. Since then he had devoted his time to private engineering assignments.

In addition to being an engineer and a professor in the College of Engineering, University of Illinois, he devoted much of his time to public services which included being Mayor of Urbana, President of the Urbana School Board, Probation Officer, and Project Manager of the University of Illinois Experimental Farm at Dixon Springs. During his term as Mayor, the first concrete pavement was built in Urbana, an ornamental lighting system was installed, and numerous other civic improvements were carried out.

He graduated from the University of Wisconsin in 1902 and worked as a railroad construction engineer in Tennessee, Missouri, and Wisconsin. In 1907 he joined the Civil Engineering Faculty and held this position until 1922. He returned to the University in 1934 as Civil Engineer in the Physical Plant Department and served in that capacity until his retirement in 1947.

He became a member of the Illinois Society of Professional Engineers in 1938.

AMERICAN SOCIETY OF PHOTOGRAMMETRY TO MEET JANUARY 14-16 IN WASHINGTON, D. C.

The 19th Annual Meeting of the American Society of Photogrammetry will be held on January 14, 15, and 16, 1953, at the Shoreham Hotel in Washington, D. C. The program will be highlighted by a panel on "Arctic Mapping" as a joint project of Canadian and American speakers and by a full day devoted to "Photo Interpretation" with its applications to the sciences, industry, and military intelligence. The public is invited to view the exhibits and display of maps and camera and photogrammetric equipment. For the technical sessions, the registration fee is \$2.00 with free admission to organized student groups.

I hold every man a debtor to his profession;
from the which as men of course do seek to re-
ceive countenance and profit, so ought they of
duty to endeavor themselves by way of amends
to be a help and crnament thereunto.

Sir Francis Bacon

Compensation for Engineers

BONNELL H. ALLEN, Manager Chicago Office, Engineering Societies Personnel Service, Inc.

General Inquiries

Quite frequently, we in E.S.P.S. get inquiries from employers and applicants as to what the going rate for engineers should be. Many employers are honestly seeking an answer because they want to adjust their payroll scales to the times. We believe that the applicants are just as sincere in wanting to know what they should ask an employer and be fair to both sides at the same time. This type of a question is always one which is difficult to answer as there are so many varying factors involved in each individual case. Actually, each case should be judged on its own merits depending on the circumstances.

Developing a Pay Scale

In order to develop an equitable pay scale, many considerations have to be accounted for. However, there are a few things which will allow a scale to be built which will be fairly equitable to all concerned. One of the main factors which accompanies the scale is a good sound position classification or job evaluation program. The scale and the program can and should be developed independently of each other so all present incumbents can be eliminated from the thinking and unbiased results can be had. After the two have been developed separately, they are then correlated to make a completed guide.

The Start of the Computations

There has to be a starting point in building any program concerning industrial relations work, the same as there has to be a starting point in making blue prints for anything else. The normal and logical starting point for an up to date pay scale is with the basic wage and hour law. We are told by law, that no person should be hired for less than 75c an hour. Now, most of us will admit that that is far below the normal starting wage for anyone in this day and age, but nevertheless that is our basic starting point for building an equitable pay scale, and as a result, that is where we have to start our computations in order to work our problem to a solution.

Basic Job Evaluation

The basic idea back of job evaluation is to determine the importance of one job over another, taking into consideration many varying factors which are common to all jobs in the same organization. The actual form the plan takes can be very simple or highly complexed as is required, but underneath all plans is the one idea of deciding which job is worth the most to the employer and accordingly which jobs are entitled to the highest pay scale according to the employer's own company. In developing a job evaluation plan, one automatically begins to develop an outline of jobs at different levels or grades. As the different grades are developed, the amount of experience and responsibility required for each level makes itself known and it is necessary to

write definitions to distinguish one from another. An equitable pay scale is also developed by levels or grades and then matched up with the definitions for the various grades. By carefully working out the curve as one advances from one grade up to the next, we gradually get a pay scale. Usually after many revisions, these job grades and pay grades are blended so as to be equitable for both the employer and the employee.

A Simple Formula

As mentioned above, each plan should be tailor made to fit the individual organization wherein it is going to be used and it is rather difficult to develop a general plan usable in all companies. However, there must be a formula of some sort to start with and then the results adjusted later to fit the case. Among consultants who have made these studies, they have gradually worked out a simple formula as the prime computing factor which has been in practice for many years. This formula gives the skeleton to the pay scale and then is adjusted to even the curves as needed. This formula is to start with the basic going rate and allow a 10% increase per year for experience. There are variations in the actual application of the formula again depending on the individual case.

Grade Tenure

The tenure for each grade or the length of time required for a person starting at the bottom of each grade to work his way up to the top of the same grade will also vary according to the individual and the company. Some plans are developed on a three year tenure while others may require a six or seven year period. Once in a while, a plan will only require two years. Generally speaking, today most of the plans are being developed on a five year tenure. This means that a person starting at the bottom of any given grade would take five years to work to the top of the same grade without any broadening or advancement due to that person's ability to be more useful to the company.

Pay Steps for Each Grade

Whereas the formula of 10% is used on all grades, the actual number of pay steps for each grade often decreases. It is more or less customary for the lower grades to divide the 10% into four pay steps, where a merit increase is allowable at the end of each quarter. As the grades advance upwards, the number of pay steps decrease until one reaches the higher levels of the company at which time there is only one increase a year. There is good reasoning back of this practice and it does make sense.

Overlapping Grades

In practically all job evaluation plans, there is an overlapping of job grades and pay grades. This is done for the main purpose of allowing the person who is

qualified for advancement to be upgraded to the next grade while at the same pay scale. If the person thus upgraded is capable of satisfying the requirements of the higher grade, he continues getting his increases according to that particular grade. Otherwise, if a person is not qualified for upgrading, he remains on the same level until the maximum for that level is reached at which point he is not entitled to any increases other than minor seniority or general payroll increases.

E.S.P.S. Guidance

Any of the E.S.P.E. offices can guide an employer or an applicant in a general way regarding the current going rates from the information they have as to what companies are paying and what the applicants are asking. Then this general information has to be adjusted to fit the individual case as it applies.

SCHEDULE OF MINIMUM FEES AND SALARIES

In its report given at the 67th Annual Meeting, the Committee on Fees and Salaries recommended that a schedule of Recommended Minimum Salaries be published in the ILLINOIS ENGINEER.

Quoting from the report, "This schedule should be computed by applying the current cost of living index of the U. S. Department of Labor to the schedule that was adopted by the Illinois Society of Professional Engineers and published in the Second edition of the Schedule of Minimum Fees and Salaries for General Engineering Services." The schedule follows.

Minimum Salaries for Engineers within the State of Illinois, effective from September 1952 to March 1953:

Sub-Professional	
Grade A -----	\$3,000
Professional	
Grade 1 -----	3,800
Grade 2 -----	4,850
Grade 3 -----	6,075
Grade 4 -----	7,400
Grade 5 -----	8,550
Grade 6 -----	10,050
Grade 7 -----	11,400
Grade 8 -----	14,150
Grade 9 -----	19,000

News From Chapters

Illinois Valley Chapter

The regular meeting of the Illinois Valley Chapter of The Illinois Society of Professional Engineers was held on September 23, 1952, at The Pines, north of Streator, Illinois.

Twenty-two members were present. We were served a very fine dinner, which is typical of The Pines. After dinner President Louis Bowman, called the meeting to order. The minutes of the previous meeting were read and accepted. The treasurer's report was read and accepted. A motion was made and carried that the secretary be reimbursed in the amount of twenty-five dollars (\$25.00) additional to help defray the expense of the Float, representing the Chapter in the LaSalle Centennial Parade on August 31, 1952.

Frank Dunavan spoke concerning the Engineers Centennial held in Chicago, the early part of September, and gave some very interesting high lights on the various meetings.

President Louis Bowman then held a period of open discussion concerning The Illinois Society of Professional Engineers, discussing, "How we can attract new members", and also, "How we can be of more help to one another and to new members". A multitude of good ideas were expressed, regarding the welfare of the society in general.

ROSS WAITE, *Secretary*

West Central Chapter

The September meeting of the Illinois Society of Professional Engineers, West-Central Chapter, was held in

Kewanee on September 18th at the Hotel Kewanee. The meeting was called at 6:45 P.M. and after the dinner the members and guests were introduced around the table.

The Secretary read the minutes of the last meeting, which were approved as read.

President Missman called upon Chapter Representative, Mr. Louis Pappmier, who gave a very interesting report on the Chicago meeting of the Society held on September 5th and the show at the Museum of Science and Industry called Adam to Atom, which he gave favorable comment on. Mr. Pappmier spoke of the Society banquet in which our Chapter was represented by four members and the Board meeting also while in the city. He spoke of the State of Utah which was recently admitted to the National Society and told of the discussion on raising the National Society's dues. Mention was also made of plans for a change in the manner of nominating State Officers.

This being President's night, President Missman called upon vice-president James Morrow, who introduced the State President, Mr. A. Douglas Spicer, who gave a very interesting talk on the state society. Mr. Spicer told of the State meeting held in Chicago in connection with Century of Engineering and the tremendous amount of work required to make the Engineering show a success, which had been accomplished by Mr. Frank Edwards of the Illinois Institute of Technology, who took a year's leave of absence from his classes to perform this task. Mr. Spicer told of the founding of various Engineering Societies and gave a sketch on their history, as well as the founding of the National Society of Profes-

sional Engineers and told of the long and bitter contest for a Society to get position as spokesman for the entire Engineering Society's. He told of the work of the Educational committee and others who are doing a good job for the State Society.

The meeting closed at 9:30 P.M. with an attendance of 30 members present.

CLAUDE F. BATES, Secretary

The October meeting of the Illinois Society of Professional Engineers, West Central Chapter, was held in the city of Galesburg at the Club 19, 7:00 p.m. on October 16th. Following the dinner the Members and guests were introduced around the table.

The minutes of the September meeting was read and approved as read.

President Missman called upon Lee Osborn, Co-chairman of the State Convention committee, who gave a summary of the progress of the Committee. President Missman then called upon Louis Pappmeier, who gave a few remarks on the proposed change in voting and nominating the state's society officers at the coming election. Mr. Pappmeier in conclusion stated that the outcome would probably result in a mail ballot soon.

Mr. Missman then called upon Mr. J. P. Dahlberg, program chairman for the meeting, who introduced Mr. Don Johnson, Personnel Manager of the Midwest Plant of Admiral Corporation, who gave a history of the Midwest plant and of the change in ownership to the Admiral Corporation. He also told of the product they were making at the close of his talk. Mr. Johnson invited all present to accompany him to the Admiral plant and take a trip through the Plant to see the products in various stages of manufacturing. The Admiral Plant has a floor space of a million square feet, allotted to the manufacturing of electric refrigerators for home use. During the visit the Plant was set up to manufacture on one production line the Admiral equipment and on the other the famous Admiral dual temperature refrigerators. (A total of about 900 per day are made.)

Meeting and plant visit closed at 11:00 p.m. with an attendance of 32 members present.

CLAUDE F. BATES, Secretary

St. Clair Chapter

The regular monthly meeting of the St. Clair Chapter was held at Grand Marais State Park Dining Room, the evening of October 17, 1952. Thirty-six members and guests were present.

President F. J. Meek called the meeting to order. Mr. E. W. Markwardt gave a report on the membership situation and stressed the need of greater effort from the members in obtaining new members. The Secretary gave his report and also mentioned that an invitation had been sent to some of the wives of members to help in organizing a Ladies Auxiliary. Mr. Meek appointed a nominating committee to report their suggestions for

officers for the new year, the following men were appointed: L. J. Keenan, Fred Moore and S. C. Casteel.

Mr. W. E. Parsons, sponsor of the meeting, introduced the speaker.

Mr. John G. Koopman's subject was "The Joppa Steam Electric Station" "An Example of Free Enterprise At Work." The project at Joppa, Illinois, is the 650,000 kilowatt power plant which will cost \$100 million. It is being built by five utility companies combined under the name Electric Energy, Inc. The plant will furnish power for the Atomic Energy Commission's plant across the river near Paducah, Kentucky.

The next meeting of the St. Clair Chapter is to be held Friday, November 21, 7:30 P.M. at Monday Night Club, Belleville, Illinois. The Election of Officers and Stag will be the program for the evening. Mr. Loren "Mike" Krause is sponsor for the program.

MANUEL GARCIA, Secretary

Capital Chapter

The social event of the year, Capital Chapter's Annual Ladies Night, was held in the Pavilion at Lincoln Park, Springfield, Illinois, October 28, 1952. Approximately thirty-six people — members, their wives and guests — enjoyed a fine chicken dinner and top entertainment by an excellent violinist, a gifted vocalist and accompanist, and an accomplished accordionist. Dr. Pratt, State Historian, and head of the Illinois State Historical Library, gave us a delightful talk on amusing incidents in the history of Illinois and the work of his department. A sound movie on ultra-modern homes and home appliances closed the social portion of the meeting.

Art Thorsell, Chairman of our Program Committee, arranged all details in his typically thorough and efficient manner and ably acted as master of ceremonies. Much credit is due Mr. Thorsell for the excellent series of programs he has given us throughout the year.

A business session was called to order by President Ryburn, who briefly outlined the work of the Chapter for the benefit of the ladies and other guests present.

Notes of appreciation from the families of George Simmons and George Baker, recently deceased members of Capital Chapter, were read.

Members were urged by President Ryburn to mail the center sheet from the October issue of the ILLINOIS ENGINEER to a registered engineer, not now a member of the Society, and advise Membership Chairman Herb Brantley as to whom it was sent. He explained the membership drive kit supplied by our State Membership Chairman and stressed the importance of team work in our effort to bring Capital Chapter membership up from 190 members to 225 members. Herb Brantley briefly outlined the campaign strategy and asked for active support and participation by each and every member.

The membership was again reminded to vote on the proposed constitutional amendment using the ballot appearing in the October issue of the ILLINOIS ENGINEER.

President Ryburn announced his appointments to the Nominating Committee. The Committee is made up of: LeSueur H. Hendrick, Chairman; R. M. Nankivil, Harry Beams, Ralph R. Shewmaker, and A. P. Troemper.

The appointment of Donald S. Magowan as Capital Chapter representative on the State Committee formed to make a survey and prepare a report covering recommended changes in the State Society was announced. H. F. Sommerschild of the Chicago Chapter heads this important Committee.

It was announced that the report by the Air Pollution Study Committee has been completed. The results will be made known to the general public through talks by informed members to civic clubs, church groups, high school assemblies and through the press and radio.

Next month's meeting will be held November 18. It will be a joint meeting with the Decatur Chapter and a tour through the City Water, Light and Power Plant is planned. Art Thorsell is already making detailed plans for the event, and member S. T. Anderson, superintendent, is cooperating.

G. A. Rehm invited all members to the American Society of Mechanical Engineers' meeting scheduled to be held in Springfield, November 13. Mr. Rehm is a member of the Board of Direction of A.S.M.E. He also invited members of Capital Chapter to attend the annual Halloween party put on by the Springfield Engineers Club. Mr. Rehm is president of this organization.

The meeting adjourned at 10:30 P.M.

CHAS. H. MERCHANT, Secretary

Ambraw Chapter

The regular meeting of the Ambraw Chapter of the Illinois Society of Professional Engineers was held at the Rosilyn Cafe in Effingham on Sept. 18, 1952 with President Walters presiding.

Dinner at 7:00 P.M. was followed by the business meeting which was called to order at 8:15 P.M. with eleven members and nine guests present.

The minutes of the meeting of June 18, 1952 were read and approved.

The program for the meeting was a panel discussion of the question "What can be done to induce more young men to take up engineering as their profession?" Discussing the question were Carl Wiley, Chairman; James Dinkheller, R. H. Major, Ray Lane, and R. B. Walters. The group concluded the boys must be reached early in their high school years when they may select mathematics and science as their background subjects. A suggested action is to approach the high school mathematics and science clubs for talks with students.

C. P. MATHY, Secretary

Peoriarea Chapter

The Peoriarea Chapter of the Illinois Society of Professional Engineers held their November meeting

with the Central Chapter of the American Society of Civil Engineers in Peoria on Nov. 19, 1952. After the dinner Dean Gibbs of the College of Engineering, Bradley University, presented honorary certificates to Mr. Earl Gray and Mr. John Schnerre, both students in the College of Engineering at Bradley.

President Wallace announced the nominating committee to select nominees for next year's offices. They are Dean R. E. Gibbs, R. W. Kastner, and K. S. Leiter.

The speaker of the evening was Mr. Douglas Spicer, President of the Illinois Society of Professional Engineers. His subject was The Engineer — His Societies and His Responsibilities. He gave a very interesting and educational talk.

Respectfully submitted,

C. G. SAVILLE, Secretary

Lake County Chapter

The regular monthly meeting of the Lake County Chapter was held at the Swedish Glee Club House Wednesday evening, May 21, 1952. Thirty-eight members and guests were served dinner promptly at 7:00 P.M.

The business meeting was called to order at 8:00 P.M. The minutes of the April meeting were read by the Secretary and approved.

President C. Drew reported that we had been requested to report the chapter's reaction toward increasing the dues for National from \$7.00 to as much of the constitutional limit of \$10.00. Sixteen National members were in attendance at the meeting. After considerable discussion by various members covering such questions as

- (1) Has National presented needs for increase?
- (2) If National is operating on a deficit, how great?
- (3) What would be the effect of increased numbers of National members?

which were not satisfactorily answered, Mr. Sidney Danoff moved that the National dues not be increased at this time in view that not enough data has been presented to justify the need; seconded by Mr. Wm. Hooper. Sixteen National members voted yes on this motion.

Mr. Sidney Danoff discussed possible ways of increasing usefulness of the Society and also making it easier to obtain new members. Among the points mentioned were

- (1) Better and more detailed publicity of Chapter meeting
- (2) Ways to obtain greater meeting attendance
- (3) Better information on membership and its advantage.

Mr. Wm. Hooper reported on a possible proposed amendment being discussed by the Capital Chapter which he read as transmitted. This was discussed in great detail by many members but no action was taken.

The meeting was turned over to the Program Chairman, Mr. Urban Meyer. He announced Ladies Night

for the September meeting. He introduced Comdr. R. H. Smethells of the U. S. Navy who presented and later answered questions on a Navy movie. The movie "They Came to an Island" is a 39 minute film showing the very varied and extensive work of the Sea Bees.

President Drew appointed Roy W. Morris as Chapter Junior Representative.

The June meeting of the Lake County Chapter of the ISPE was held on the afternoon of June 25, 1952.

We were luncheon guests of The Abbott Laboratories. Sixty-five chapter members and their guests were given a very ample and delicious luncheon including Vitamin Pills in their cafeteria.

After lunch we were guided in groups of four or five through the manufacturing, warehouse and research areas of Abbott Laboratories. Due to the very large size of the Laboratories (3500 employees in the North Chicago plant alone) we were unable to see but a portion of the plant building. It is felt however, that everyone was duly awed by the plan layout and the engineering involved in the plant and its processes. For instance, most of us saw one of the vitamin drugs (which retail at more per pint than good Scotch Whiskey) being compounded in 1500 gallon lots.

A special business meeting of the Lake County Chapter of the I.S.P.E. was held Wednesday evening, July 30, 1952 at 2316 West Bonnie Brook Lane, Waukegan, the home of the Chapter's Secretary.

The following men were in attendance: A. Klarkowski, R. Thacker, Sidney Danoff, Carl Anderson, Wm. Hooper, S. Simonson, Albert Fox, Urban Meyer, Wm. Weber, Robert Kramer, and I. R. Lietzke.

Mr. S. Simonson moved that the following resolution be adopted:

Lake County Chapter of the Illinois Society of Professional Engineers

Resolution

Whereas, The Lake County Chapter of the Illinois Society of Professional Engineers has suffered a great loss in the untimely death of its President, Mr. Cyril Drew on July 16, 1952; and

Whereas, he has been a member of this chapter a goodly number of years and an outstanding citizen of his community; and
Whereas, his reputation as a Professional Engineer was well known and recognized throughout this area; and

Whereas, his ability, integrity and ingenuity was a credit to our society and the engineering profession; and

Whereas, we desire to give recognition to his sincere and untiring efforts to the development and furtherance of Professional Engineering and in particular to the advancement of this Chapter.

Therefore, Be It Resolved, That the Lake County Chapter of the Illinois Society of

Professional Engineers place this resolution on its records in grateful acknowledgement of the contribution made by Cyril Drew to this Society and the Engineering profession; and

Be It Further Resolved, That a copy of this resolution be sent to the family of Mr. Drew, and also a copy to the State Office of the Society.

Respectfully submitted by the Lake County Chapter.

Dated this 30th day of July, 1952

Robert Kramer, Vice President

Attested to — Irwin R. Lietzke, Secretary

The motion was seconded by Sidney Danoff and unanimously passed.

The secretary was instructed to advise the State Society that the Lake County Chapter will not attempt to give a refresher course this fall.

Mr. Albert Fox will ascertain if and how many tickets are locally available for the I.S.P.E. Banquet in Chicago for September 5, 1952.

Mr. "Sig" Simonson will determine the cost of a bus and number of reservations required for chartering a bus for that evening.

It was moved by Mr. U. Meyer that our group attend this banquet as a body. Motion tentatively tabled until all necessary information is assembled.

The September meeting of the Lake County Chapter of the ISPE was held on the afternoon and evening of September 5, 1952.

Fifty-two members, wives and guests left Waukegan at noon by chartered bus for Chicago.

The Engineering Centennial pageant at the Museum of Science and Industry was attended and the Museum Exhibits visited until it was time to leave for the evening dinner meeting of the NSPE-ISPE at the Sherman Hotel. The guest speaker for the evening was Mr. Eric Johnson who gave an excellent talk well presented.

The Lake County Chapter had seven (7) reserved tables directly in front and to the left of the speakers table which were the best seats in the Grand Ballroom, thanks to Mr. Urban Meyer and his friends.

The October meeting of the Lake County Chapter of the Illinois Society of Professional Engineers was held at the Swedish Glee Club House on October 15, 1952. Dinner was served to 37 members and guests.

The business meeting was called to order at 8:00 P.M. by President Robert Kramer. Members and guests were introduced.

The Secretary read the minutes of the last four regular or business meetings. The minutes were approved as read.

It was moved that Mr. Cahill of the Waukegan News-Sun be made an honorary member. It was seconded by Mel Amstutz. Passed.

Mr. Chauncy Calkins, our Chapter Representative, reported on the Chapter Representatives meeting held September 5, 1952 in Chicago. He stated that the meeting was called to order at 10:00 A.M. and was not adjourned until 5:30 P.M.

Mr. Wm. Hooper discussed the prospects of conducting a Professional Engineers Refresher Course after January 1, 1953.

The meeting was turned over to Mr. Urban Meyer, Chairman of the Program Committee who announced that the committee chairman's meeting would be held at his home at Quarters 14, Great Lakes on November 4. (This meeting was actually held on November 5.) He then announced that the November meeting's program would be conducted by the U. S. Steel Co., American Steel and Wire Division.

Mr. Urban Meyer presented Mr. James Scott who secured the evening's program which was "Financing Public Works; Sewer and Water."

Mr. Scott introduced the first speaker of the evening, Mr. Calvin Grant of the Portland Cement Association. His topic for discussion was "The Need for Sewerage Facilities." He discussed the causes of pollution and the impossibility of eliminating pollution after it has occurred.

Mr. Bill Tempest, the second speaker of the evening, also was from P.C.A. His topic was "Financing Sewer Treatment Works." His discussion covered various methods, some of which are entirely new to this area and state.

I. R. LETZKE, *Secretary-Treasurer*

Rock River Chapter

The meeting was called to order by President Hopper Nov. 14, 1952, at 8:10 P.M. at the Loveland Community House with twenty-nine members in attendance.

The reading of the minutes of the previous meeting was dispensed with due to publication in the "Illinois Engineer." There were no corrections. The Committee reports were also omitted.

President Hopper announced the next meeting for January 9, 1953 as the Annual Business Meeting and election of officers, and suggested that it might be well to consider change in meeting night in the future due to conflicts with other activities on Friday nights. Members were urged to vote on the Constitutional Amendment.

Attention was called to the Convention in March at Rock Island and members were urged to give all possible assistance towards this convention.

Mr. R. D. Leake, a new member, was introduced as well as Messrs. Dyson, Fleming and Shuler, visitors and new employes of the State Highway Department.

The meeting was then turned over to Program Chairman H. W. Donaldson who introduced State President A. D. Spicer. President Spicer spoke briefly on the history of the Society and explained the Unification Plans A. B. C. and D. Following the talk, the meeting was opened for questions and discussion and considerable time was spent on the question of maintaining interest among present members and inviting interest by student and young engineers.

The meeting was adjourned to sandwiches and coffee furnished by the Refreshment Committee.

L. F. HOLSTEIN, *Secretary*

Joliet Chapter

The Joliet Engineers' Club held its regular monthly meeting at Little Jack's Restaurant, on Plainfield Road, Tuesday evening, November 18, 1952. This meeting was our second annual Ladies Night affair and was well attended by the fair sex. Forty members and guests were present.

Following the dinner, the meeting was called to order at 8:20 P.M. by President Tittsworth, who extended a hearty welcome to the ladies. He also congratulated the members on the good attendance at the joint meeting held with the DuKane Chapter at The Red Lion Inn, near Elgin, on October 16, 1952 — our chapter having the greatest number in attendance. The Secretary read the minutes of the September 16th meeting, which were accepted as read.

President Tittsworth announced that the present mailing list was not up-to-date, and requested members who have recently moved to inform the Secretary of their change of address. Next, he stressed the importance and duty of each member to vote on the constitutional amendments and turn in their ballots before the deadline of November 30th.

A committee for nominating officers for the ensuing year was announced by our President. The committee consists of: W. S. Gray, Max Seiberling and L. C. Gilbert: election of officers to be held at the December meeting.

Following the short business meeting, we were entertained by Mr. Shuelin, who performed many interesting card tricks. The meeting was adjourned at 9:40 P.M.

W. K. WALTZ, *Secretary*

Capital Chapter

A regular meeting of Capital Chapter was held at the Hotel Leland in Springfield Tuesday evening, November 18, 1952. This was a joint meeting with the Central Illinois Chapter of the Illinois Society of Professional Engineers and a large group from Decatur and the Central Illinois Chapter area were present.

President Ryburn called the meeting to order following a fine dinner served in the grand ballroom of the hotel. Approximately forty members and guests were present. John F. Sweetnam, President of Central Illi-

nois Chapter, expressed appreciation for the opportunity of meeting with Capital Chapter and the hope that the joint meetings would continue each year.

L. H. Hendrick, Chairman of the nominating committee for 1953 officers reported the following recommendations:

President-----D. S. McGowan
 Vice President-----M. R. Golly
 Secretary -----David Abbott
 Treasurer-----A. A. Thorsell
 Chapter Representative--Leslie F. Ryburn

These nominees, plus such additional members as may be nominated from the floor, will be voted on at the regular December meeting.

LaVerne Hudson, Chairman of the Air Pollution Study Committee, announced that their report had been presented to the City Council, with explanations, and that the general reception was good. Copies of the report are now available to chapter members who are interested.

Herb Brantley, Chairman of the Membership Committee, appealed to all for cooperation in the current drive and again requested that he be advised of the prospective members who received the membership section from the October issue of the American Engineer. State Membership Chairman John A. Askren was present and supported Herb in his plea for help and cooperation.

President Ryburn announced that the second joint dinner meeting with members of the Illinois Legislature was in the planning stage and would be held sometime after the first of the year.

Members were again urged to get in their votes on the constitutional amendment. A telephoning campaign is being organized to "Get Out the Vote."

Following the meeting, Member S. T. Anderson, Superintendent of the City Water, Light and Power Department of the City of Springfield, acted as host on a tour of the splendid Lakeside plant. A number of well informed guides were available to explain every feature of this modern generating station and the tour was a complete success. Many thanks to you, Andy.

CHAS. H. MERCHANT, *Secretary*

Chicago Chapter

Thirty-seven members and guests attended the November 13, 1952 meeting of the Chicago Chapter, Illinois Society of Professional Engineers. Upon completion of our dinner, the meeting was called to order by President Frank Edwards at 7:10. Guests and members were introduced and Mr. Edwards discussed briefly the proposed amendments to the constitution of the Illinois Society of Professional Engineers. He reported that the Executive Committee of the Chicago Chapter recommended voting for the proposed amendments. The deadline for voting is November 30, 1952. Mr. Edwards then appointed the Nominating Committee to prepare a slate of officers to be presented to the Chapter meeting in

December. To serve on this committee he appointed Mr. George Dement as chairman, and to serve with him Mr. J. McLean and Mr. John Fensterle.

It was moved, seconded, and passed that the reading of the minutes of the last meeting be dismissed. Mr. Chester A. Arents, chairman of the Program Committee, then introduced our speaker of the evening, Mr. John C. McKenzie who spoke on the subject, "The Engineer as an Expert Witness." Mr. McKenzie gave us a very interesting and thought provoking discussion concerning engineers as expert witnesses. He made several suggestions and points to be followed when appearing in court as a witness.

1. One must present a credible testimony to which weight can be attached. The testimony should be presented in a simple and direct form. Avoid the use of professional language and symbols. One's testimony should be so presented that it may be well understood by any lay people.
2. Very often a question of distance or space measurement is a matter of testimony. In describing such space or distance, always use a measure or gauge with which you are most familiar. For example, in judging a width of a street, rather than estimate the width in terms of feet, estimate it in so many widths or lengths of a car.
3. Engineers are presented as members of a learned profession, and as such, are looked upon by the court as experts. He is looked upon as being unbiased and one who presents clearly and simply the facts as he knows them to be. This presentation must be made in a detached and unbiased attitude, and if in presenting his testimony he does not adhere to these rules it will detract and subtract from the credibility of your testimony. In close examination of such witnesses the opposing attorneys attempt to arouse the anger of the witness, and if he accomplishes this, the effectiveness of the testimony has been greatly reduced. Ignorance is not a sin, and it is much more effective in answer to a question to say "I don't know" than to attempt an answer that in large part may be based on opinion. Complete candor in saying I don't know adds weight to your other testimony.
4. Use the very minimum of written material. A large part of the weight attached to any testimony lies in the manner in which it is given. If specific factors are necessary, memorize these so far as it is possible, and use written notes only when necessary. When speaking, speak directly, concisely, simply and forcefully.
5. Be humble in your approach to being a witness. Do not in dress or manner or physical movement portray any pompousness. If you do you may be sure of attacks from the opposing attorneys.

6. The rules of evidence are sometimes felt to be obstacles and hindrances. However, they actually act as traffic rules and regulations in the court, and if properly followed will bring forth factual and truthful testimony. They also make it exceedingly difficult to present and have accepted any false testimony.

In the eyes of the court anyone who has studied perhaps only briefly some engineering subject is considered an engineer, and therefore, looked upon as being an expert. This condition is considered by many attorneys as well as members of the engineering profession as being a weakness in our society. It, therefore, behooves the engineering profession as a whole to continually strive toward the real building and recognition of the professional engineer and his profession.

K. C. HOEGLUND, *Secretary*

Madison County Chapter

Meeting was called to order on June 10, 1952 at the "Quonset Hut" at the Shell Refinery by Vice President M. L. Graham, in the absence of Mr. Sheppard, with 12 members and 6 guests present.

The minutes of the previous meeting were read and approved, after which an announcement was made concerning an Area-Wide planning Meeting to be held the following week. Engineers, City and Township Officials and others interested were invited to attend, with the object of forming or at least considering an Area-Wide planning Committee to guide future public improvements and promote desirable private developments.

Mr. C. D. Trowbridge, a guest, invited the Chapter to hold a meeting at the St. Louis Testing Laboratory, where they would be introduced to the facilities now available for testing construction as well as industrial materials.

The program, under the direction of Mr. Voorhees, was a talk on "A History of Russia and Reasons for Her Actions" presented by Mr. Joe Lucco, Physical Education Director and Teacher of History from Edwardsville High School.

The July 8, 1952 meeting was called to order at 8:15 P.M. at the conference room of the Alton Boxboard Co. by President Sheppard with 11 members and 3 guests present.

The minutes of the June meeting were read and approved. On motion by Shanahan, seconded by Knottnerus, the Treasurers report, copy of which is attached, was approved as read.

The joint I.S.P.E.-N.S.P.E. dinner at the Engineers Centennial celebration in Chicago to be held Friday, Sept. 9 was announced and Mr. Shanahan reported that he had tickets for sale to anyone who planned to attend.

Upon motion by Voorhees, seconded by Graham, it was unanimously voted to express the sympathy of the membership to Mrs. John Pfeifferberger and to Mrs. F. S. Abraham upon the recent death of their husbands.

President Sheppard reported on the Zoning meeting attended by 65 City and local officials and interested citizens of the community. Mr. Don Morgan, Community Planning Consultant from the University of Illinois gave the principal address.

Upon conclusion of the business meeting, Member W. G. Flagg gave a talk on the duties of the County School Trustees, to which office he had been elected.

M. B. CORLEW, *Secretary*

Dukane Chapter

The regular meeting of DuKane Chapter was held on Oct. 16, 1952. Dinner was served to 49 members and guests, 22 being in attendance from Joliet Chapter.

Following dinner, all guests were welcomed and introduced, among them being Joliet Chapter President F. H. Tittsworth, Vice-president W. S. Chaney, Secretary W. K. Waltz, Chapter Representative C. E. Rogers, and Past ISPE President J. M. Whelan. Joliet Chapter is certainly to be commended for such a good turn out for a visit to a neighboring Chapter and it was a real pleasure to have them as guests.

President Dreier reported that 13 DuKane members attended the Convention Dinner held at the Palmer House in Chicago on September 5th. Eric Johnston's speech is long to be remembered.

In discussing membership campaign activity, each member is urged to send the center sheets from the current issue of the American Engineer to a prospective NSPE member immediately, and then to furnish the Chapter Secretary with the names of the Engineers to whom the sheets were sent. The Chapter Secretary will then supply the names of the prospects to the State Secretary's office for the purpose of follow-up. This list is to be in the State Secretary's hands by October 31st.

Chapter Representative Rob Roy gave his report on the September 5th meeting of the Board of Direction in Chicago.

President Dreier appointed a nominating committee consisting of: Engineer R. T. Cash, Chairman; Engineer A. L. Carlson and Engineer W. M. Ross, who are to report a full slate of candidates for the November 20th meeting and election. He also announced that the December 18th meeting will combine the installation of the 1953 officers with our annual "Ladies' Night."

President Dreier then introduced our distinguished guest, ISPE President A. Douglas Spicer, who was given a rising welcome. Besides being our current president, Engineer Spicer is Chief Electrical Engineer for the Kewanee Boiler Company, at Kewanee, Illinois. His topic was "The Engineer and the Professional Society." He covered briefly the history of the various Professional Societies and set forth their good and their weak points. He particularly stressed the importance of Engineers becoming involved in politics, not as politicians in the strict sense of the word, but because of their ability to help steer our civilization in the right direction and to

CHAMPAIGN COUNTY MEETS IN DANVILLE



Champaign County Chapter started its Fall season with a field trip to the Harmattan open-cut coal mine near Danville last September 4, 1952. Approximately 50 members and guests drove to the mine early in the afternoon for a look at one of the most modern coal preparation plants in the world. The weather was perfect and the mine officials under Mr. C. E. Walker, Superintendent, had several guides so that we were able to break up into small parties.

Following the tour, the group drove to Connor's in Danville where a French-fried shrimp dinner was enjoyed. After dinner Mr. R. H. Swallow, Chief Engineer of the mine, presented two movies. One produced at the Harmattan mine, covered most of the details seen on the field trip, while the other was a March of Time production "Powering America's Progress" in which all the coal preparation "shots" were made at the Harmattan mine. Both were excellent movies and were greatly enjoyed by the group. Many engineers in the Danville area joined the group for this occasion. All agreed they had had a fine time.

Richard A. (Dick) Mullins, Chief Chemist of the Harmattan mine, arranged the trip. He did such a fine job that the group hopes to return for another fine time and evening of fellowship with their fellow engineers in Danville.

help educate John Q. Public to appreciate the important part that Engineering plays in our every-day existence.

Dinner was attended by 26 members and guests.

President Dreier reported that 41 engineers started the refresher course, and that after 10 weeks of classes, it was indicated that about 26 would take the Professional exam this month. He mentioned that it would probably be a good idea for the chapter to sponsor the course again next year.

The members were reminded of the importance of voting on the proposition of the Constitutional Amendment for which the ballot appears in the October issue of the Illinois Engineer. It is necessary that this ballot be marked and forwarded immediately.

The members are again urged to send the center spread from the October issue of the "American Engineer" to some Engineer who is a prospective member.

There was a lengthy discussion about the wisdom of having chapter dues in order that the chapter might be

able to better finance worthwhile projects.

A motion by Engineer Roy, seconded by Engineer Fast, that the DuKane Chapter policy of no Chapter dues be continued through the year 1953 was carried.

A motion by Engineer Roy, seconded by Engineer W. A. Rakow, that the Chapter go on record as favoring the retention of the present NSPE dues of \$7.00 yearly was carried.

A motion by Engineer W. A. Rakow, seconded by Engineer W. E. Deuchler, that the Chapter purchase at least 25 copies of the forthcoming brochure: "How to Improve the Utilization of Engineering Manpower" and mail to business firms in the DuKane area was unanimously carried and several members made on the spot donations to make this move financially possible.

The nominating committee consisting of Engineer R. T. Cash, Chairman, and Engineers W. M. Ross and A. L. Carlson made the following report: for President, W. A. Rakow; for Vice-President, George M. Booth; for

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Secretary-Treasurer, Noel F. Thomas; for Chapter Representative, Douglas E. Dreier.

A motion by Engineer W. E. Deuchler and seconded by Engineer Ross that the slate of officers be unanimously elected was carried.

The meeting was then turned over to Engineer Cash who acted as moderator for a very healthy general discussion session. The main discussion centered about the problem of membership gains with the following points being outstanding:

- (1) The chapter should dedicate a few meeting nights to some of the large industrial firms of the area who employ Engineers, with the idea

that we would get a large turn-out of Engineers from the firm so designated.

- (2) Each member should concentrate on getting one or two new members with the idea that the individual attack is more effectual.
- (3) The Society should have a paid, full-time membership who would do nothing but promote gains in membership.
- (4) It would be easier to sell one all-encompassing membership — therefore the need for unification is more pressing than ever.

Ladies' Night and Installation of Officers at the Red-Lion Inn, Thursday night, December 18th.

GEORGE M. BOOTH, JR., *Secretary*

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These items are from information furnished by the Engineering Societies Personnel Service, Inc., Chicago. This SERVICE is operated on a co-operative non-profit basis by the Illinois Society of Professional Engineers, and the national societies of Civil, Electrical, Mechanical and Mining and Metallurgical Engineers. Apply to ESPS, Chicago and the key number indicated. Prepared ENGINEERS AVAILABLE advertisements limited to 40 words, with typed resumé attached may be submitted to ESPS Chicago by members of the Illinois Society of Professional Engineers at no charge.

If placed in a position as a result of an Engineers Available or Position Available advertisement, applicants agree to pay the established placement fee. These rates are available on request and are sufficient to maintain an effective non-profit personnel service. A weekly bulletin of positions open is available to subscribers. Apply E.S.P.S., Chicago.

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Sales, E.E., 29. Three yrs. selling life insurance. Eight mos. selling glass lighting products. 2,000 hours as pilot. Chicago. \$6,000. 496-PE

Sales Engr., M.E., 27. Eleven mos. application and sales engr. on power line equipment. Six mos. designing heavy equipment for foundries. \$5000. Chicago. 497-PE

Plant Engr., M.E., 29. Eleven mos. field engr. doing erection and service on ash handling equipment. One yr. checking and maintaining dairy equipment. \$5000. Chicago. 498-PE

Development, M.E., 25. Two and one half yrs. Research Engr. doing design and development on automatic ignition controls for gas equipment. \$5000. Chicago. 499-PE

Research Engr., 42. Eleven yrs. research engr. doing design, development, construction and testing of heating equipment. \$6000. Midwest. 500-PE

Production Engr., E.E., 23. One yr. and one half manager charge of purchasing and selling pipe material. Six mos. engr. in production and design of condensers. Chicago. \$4800. 501-PE

Jr. Plant Engr., 24. Eight mos. checking drawings, contracts, and specifications. Six mos. designing jigs and fixtures for production machine tools. Chicago. \$4800. 502-PE

Designer, M.E., 31. Six yrs. design, layout, estimating of mech. and elect. work. Two yrs. design and test engr. on diesel engines. Chicago. \$6500. 503-PE

Off. Engr., C.E., 27. Twenty-five mos. Jr. field constr. work. Handling inspection, instrument work and layout on steel mill foundations, power house and warehouse. Fourteen mos. drafting municipal projects. \$5400. U. S. 504-PE

Time Study Engr., 32. Eleven yrs. industrial engr. doing administration, of all phases of indust. engrg. \$8,000. Midwest. 505-PE

Constr. Supt., C.E., 38. Nine yrs. engr. building dormitories, sewer and water systems, survey and triangulation. Midwest. \$5200. 506-PE

Application Engr., M.E., 28. Seventeen mos. doing layout and design of heating, ventilating, air conditioning and process piping. Two yrs. conversion of industrial boilers to gas and oil. Chicago. \$5500. 507-PE

Production Engr., 30. Thirty mos. responsible for design, speed of work, progress reports and ordering of materials. Three yrs. made piping drawings, calculations, layouts for a consultant. \$6700. U. S. 508-PE

Struct. Engr., 37. Five and one half yrs. doing design and drafting of buildings, factories, and modern store fronts. \$6000. Midwest. 509-PE

POSITIONS AVAILABLE

Time Study Engr. Conduct time studies, methods, analysis, job standardizations and related mfg. techniques. At least 2 years similar exp. on machine shop and assembly operation. Salary: \$400-\$425 plus overtime. Chicago. R-9361(a)

Process Engineer. Establish processes, estimate costs and suggest tooling on machine shop and assembly operations. Similar experience in manufacture of medium and heavy products. Salary: \$450 plus overtime compensation. Location: Chicago. R-9361(b)

Tool Control Supervisor. — Set up and maintain tool control system including progress of tool orders cost and inventory record. Also supervise related clerical activities. Similar experience with metal goods manufacturer. Salary: \$400-\$500 per mo. plus overtime compensation. Location: Chicago. R-9361(c)

Instructors. (3). B.S. Degree. Some exp. in design or drafting. Duties: teach courses in engineering drawing and descriptive geometry. Opportunity to work toward advanced degree. Salary: to \$4500 for 9 months. Location: Indiana. T-9360

Chemist. Analytical. Duties: routine quantitative analysis for uranium, vanadium lime. Must have good laboratory technique. Previous exp. in ura-

nium, and vanadium analysis not necessary. Salary: \$425-\$475. Loc.: New Mexico. T-9359

Engineering Librarian. C.E. Age: up to 45. 2 plus years exp. in technical library work. Duties: in charge of library and literary research for a trade association in the construction field. Salary: \$400-\$450 per month. Employer will pay fee. Location: Chicago. R-9358

Estimator. C.E. Age: up to 35. 2 plus yrs. exp. in structural design or estimating constr. projects. Duties: train for estimating, designing, and sales. May be developed into chief engineer when qualified. For a contractor of chimneys. Salary: up to \$550 per month. Employer will negotiate fee. Chicago. R-9357

Architectural Engineer. Age 30-45. 5 yrs. exp. constru. and design. Some supervisory exp. Knowledge of modern shop practice. Duties: design supervision in structural metal trim fabricating. Interpret architects' specifications, plan and supervise work in design stages. For a manufacturer and warehouse of sheet metal products. Salary: \$6000-\$7500. Employer will negotiate the fee. Loc.: Midwest. R-9356

Executive Engr., M.E. or Arch. Engr. Age: 27-35. 2 years exp. Want alert student with creative thinking habits who can climb into better job; duties: assisting chief maintenance supervisor in guiding mechanical work of 200 mechanics; carpenters, painters, electricians, pipe fitters, plumbers, millwrights, welders, elevator men, sheet metal workers, pipe men, bricklayers, and in estimating costs and in development engineering. For a meat packing plant. Salary: \$5200 to \$8000 per year. Location: Iowa. T-9355

Time Study Man, Junior. High school and preferably 1 or 2 years college industrial engineering or equiv. Age: 20-30. Factory exp. as operator, supervisor or time study man, desired. Knowledge of machine shop welding, fabricating and assembly desirable but not required. Establish time standards for wage incentive and cost control purposes under standard hour plan working under experienced standards manager. For a manufacturer of road construction and maintenance equipment. Salary: \$70-\$90. Location: Wisconsin. T-9354

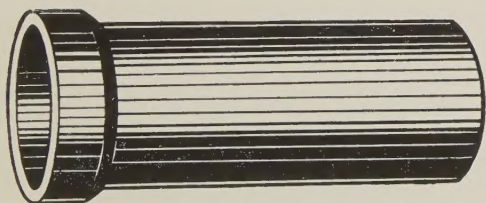
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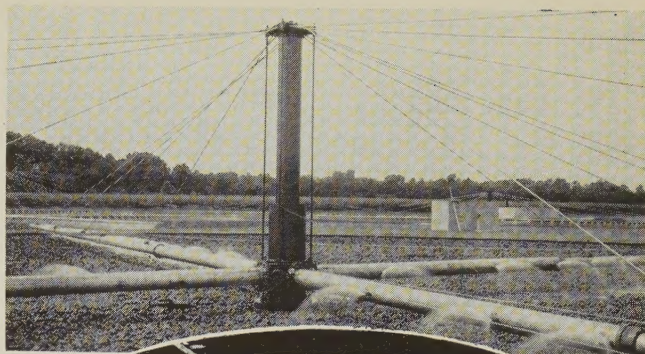
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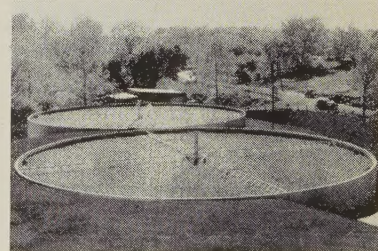


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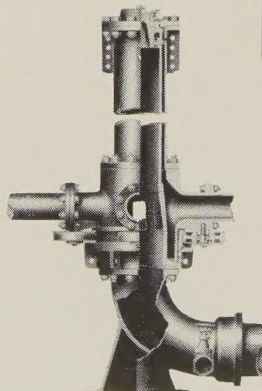
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